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Record

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OCA 86-3120
16 September 1986

MEMORANDUM FOR THE RECORD


SUBJECT: SSCI Personnel Review Team Meeting with Ray
Hufstetler, Director National Photographic
Interpretation Center

1. On 15 September 1986 Ray Hufstetler, Director of the National Photographic Interpretation Center, briefed SSCI personnel team members John Despres and John Nelson on the personnel programs and plans for the center. He outlined the organization of the center, adding that its personnel belong to six different military and civilian career services. Next he discussed the wide variety of skills required to operate the center. NPIC works with the Office of Personnel in a joint recruiting effort. There is a wide range of grades from wage board through super grades which complicates their promotion policies.

2. Hufstetler explained that NPIC does analysis on original sources material and then makes that product available to analysts. It is the entry point for some analysts who go on to an assignment in the DDI or DDS&T. The center is very involved in training. They use the CT program and the Senior Analyst program as well as rotational assignments to broaden the perspective of their people. Much of the training is done by their own people.

3. Hufstetler said a big challenge ahead is to recruit people who can accept the rapid technological change and develop new skills while working with the old ones. He said that the center will have to be prepared to employ the next generation system which will be multi-spectral in scope. In order to accomplish all of this he said he needs a pay system that awards merit not seniority and a training program that will move people rapidly on to higher levels of responsibility.

4. The SSCI staffers appreciated hearing Hufstetler's views. Despres commented that he would like to bring Senator Bradley down for a tour of the center. Hufstetler said he would be delighted to have the Senator visit.


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